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A December 1960

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MEMORANDUM FOR: Mr.

Chief of Updension

Office of the Deputy Director (Flanc)

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SUBJECT:

: Gammatitive Promotion System

KEP BERRUE

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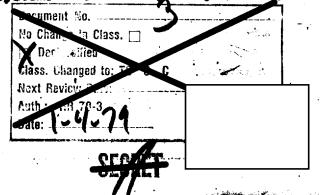
with regard to the attached letter from

onne to see me a few days ago to talk about "personnel management
philosophy." Near the end of our conversation I learned that their discussion
was prompted by the failure of the Administration Gareer Sound to approve of a
sertain promotion recommended by the field. I understood John to say that the
Olandestine Services had no intention of implementing the Competitive Franchion
System which the Corpor Council had approved except at the grade Gailly and Ga15 levels, and that it would, therefore, be very asknown in the field if the
Support Corpor Services did not conform. I agreed that it would.

From the attached it looks as though we are off to a bad start in Europe. I tried to explain the new Competitive Franction System on my trip to the Far Hast and thought that I received a favorable reaction. In any case, I think it is fairly important that we take the same apprecant to this problem, and if John is right about Claudestine Service nemocralismos with the Career Council's policy, I think that we have an obligation to take the whole thing up again.

I certainly feel that we should try to handle assignments so that people generally are rotated into positions where they can get promotions which are recommended by the field. However, this will not always be possible, and just as there were a lot of rough spots to get over when we sufficiely assigned everybody to career services, there will be seen when we implement the Competitive Promotion System. For the long heal, however, I still believe that

this program is sound.



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1 Att: Referenced Latter

DD/S:LEW:laq Distributions

Do - Add

1 - 584-JD/S; D/Fers; DD/S chresc; DJ/S subject
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